



# Trooper Recruitment & Retention Issues

House Finance Public Safety Subcommittee

Presented by

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# Core Services

## Alaska State Troopers

- Perform criminal and traffic law enforcement and investigations
- Coordinate and conduct major criminal investigations including homicides and sexual assaults
- Provide statewide enforcement and interdiction of illegal drugs and alcohol
- Manage and perform search and rescue operations

## Alaska Wildlife Troopers

- Provide statewide patrol of commercial big game services
- Statewide commercial fisheries
- Statewide sport fish and sport fish guiding
- Statewide game and trapping
- Boating safety
- Safeguarding habitat

Both division's receive the same training through the Public Safety Training Academy and can perform each others' missions.



# Staffing Challenges

DPS Commissioned Personnel/PCN Counts as of 01/24/2017

Commissioned Personnel	AST & AWT	AST	AWT
Authorized # of Troopers	389	301	88
Current Total # of Troopers	346	267	79
Shortage of Troopers	43	34	9
Commissioned Positions	AST & AWT	AST	AWT
Authorized # of PCNs	389	301	88
Filled PCNs	345	267	78
Vacant PCNs	44	34	10
- Double Filled PCNs	1	0	1
- Academy Recruits	0	0	0



# Budgeted vs Filled

## Alaska State Troopers

### Authorized positions:

- Commissioned: 301
- Non-commissioned: 154
  - Permanent: 153
  - Non-Permanent: 1

### Filled positions:

- Commissioned: 267
- Non-commissioned: 138
  - Permanent: 137
  - Non-Permanent: 1

## Alaska Wildlife Troopers

### Authorized positions:

- Commissioned: 88
- Non-commissioned: 64
  - Permanent: 63
  - Non-Permanent: 1

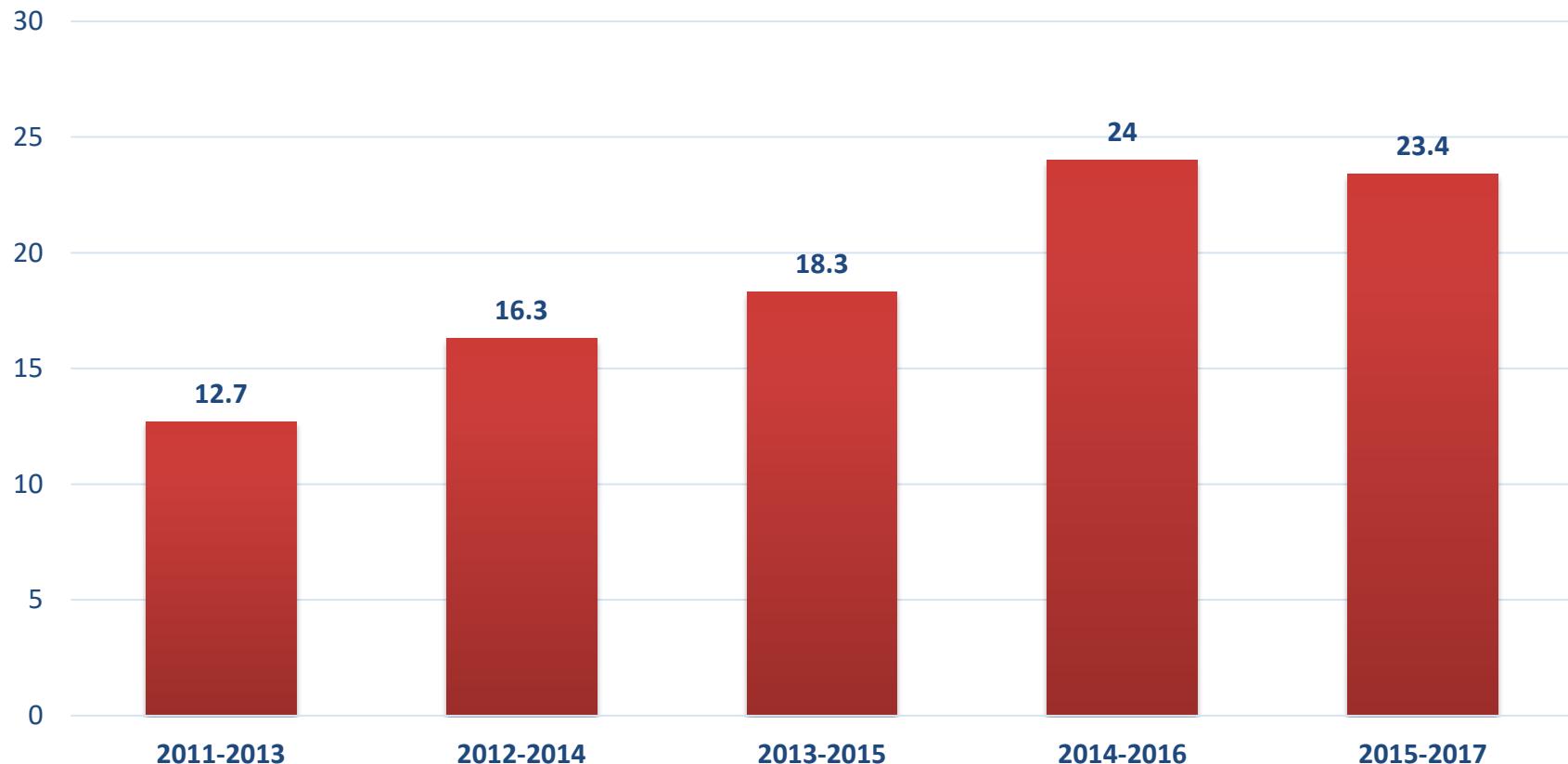
### Filled positions:

- Commissioned: 79
- Non-commissioned: 59
  - Permanent: 59
  - Non-Permanent: 0



# Non-Retirement Separations

## 3-Year Averages





# Projected Retirements

Job Class Title	Now	% Now	Less than 1 year	% Less than 1 year	1-5 Years	% 1-5 years	5-10 Years	Over 10 Years	Tier IV	Total
MAJOR	2	67%			1	33%				3
CAPTAIN	9	82%			1	9%	1			11
LIEUTENANT	15	71%	2	10%	3	14%	1			21
SERGEANT	13	19%	5	7%	27	40%	17	1	6	68
CORPORAL									4	4
TROOPER	16	7%	5	20%	40	16%	66	6	112	245
RECRUIT									9	9
<b>Total</b>	<b>55</b>	<b>15%</b>	<b>12</b>	<b>3%</b>	<b>72</b>	<b>20%</b>	<b>85</b>	<b>7</b>	<b>131</b>	<b>361</b>



# Statistics

- 38% of all troopers are eligible for retirement within five years
- 94% of Command staff are eligible for retirement within five years
- 80% of Command staff are eligible for retirement within the year
- 29 retirements in the last three years
- 16 retirements in the last year
- 67 non-retirement separations in the last three years
- 15 non-retirement separations in the last year



# Employee Engagement Survey

- A commissioned employee survey was conducted to:
  - Gather data on employee satisfaction
  - Identify job satisfaction levels
  - Identify areas of strengths and opportunities for improvement
  - Solicit input on how to improve retention
- The Department gathered data on:
  - Job satisfaction
  - Motivation factors for remaining employed
  - Factors that could cause employees to leave
  - Factors that would improve employment
  - Incentives to retain troopers
  - Perceptions of the culture and brand of the agency



# Employee Engagement Survey

- 61% of respondents reported being satisfied with their jobs
- Top reasons why respondents remain with DPS
  - ✓ Stability and satisfaction
  - ✓ Camaraderie
  - ✓ A calling to serve the public
  - ✓ Variety of work
- The survey also provided areas in need of improvement through internal and external changes



# Solutions and Initiatives

- Defined benefit package for law enforcement
- Address inadequate staffing through a staffing study
- Address wage regression that deters promotion
- Full service dispatch
- Improve state housing options



# FY2019 Significant Operating Changes

- **Improve law enforcement access to rural communities: \$2 million UGF**
- **Add criminal investigators in Bethel and Anchorage for domestic violence and sexual assault related investigations: \$570.6 UGF and 2 NP positions**
- **Add two Aircraft Pilot II positions to support law enforcement service in rural Alaska: \$335.0 UGF and 2 PFT positions**



# Questions?

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